ARMY HUMAN RESOURCES COMMAND

ENLISTED PROMOTIONS

SGM Tammy D. Coon DSN 221-5101

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- HOW TO CONTACT US
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- NCO DEVELOPMENT
- CENTRALIZED PROMOTIONS
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- DECENTRALIZED PROMOTIONS
- SUMMARY

MISSION

To implement and execute the Army's Officer and Enlisted promotio
required by appropriate laws, regulations and policies. Maintain th
promotion selection process by performing a myriad of promotion f
include pre- and post-board processing, list management, orders pr
publication (SFC-MG) and date of rank determination. Serves as th
functional proponent for AR 600-8-2, Suspension of Favorable Perso
(FLAG), AR 600-8-19 (Enlisted Promotions), AR 600-8-29 (Officer Pr
and the Army's Frocking Program and Special Selection Boards.

WHO WE ARE

CHIEF, ENLISTED PROMOTIONS - **SGM COON** “Only you can hold yourself back, always move forward.”

SENIOR PROMOTIONS – **MR EDWARDS** “I look forward to working everyday, because we have the most important job, to promote.”

SFC DRAUGHN “Remember, all that is lost can be found again except time wasted.”

MS WILLIAMS “Taking care of soldiers is our business”

STAB/RECONSIDERATION/REMOVALS - SFC BUCKMAN “You can get more from someone by raising their expectations, instead of lowering their dignity.”

JUNIOR PROMOTIONS – **SFC ROCKWELL** “How may I help you?”

SFC GALLIMORE “Effective communication and team work ensures quality customer service”

SFC GREEN “Making it happen with serving the junior soldiers of the Army”

MR GRANT “Evolution begins today, not tomorrow.”

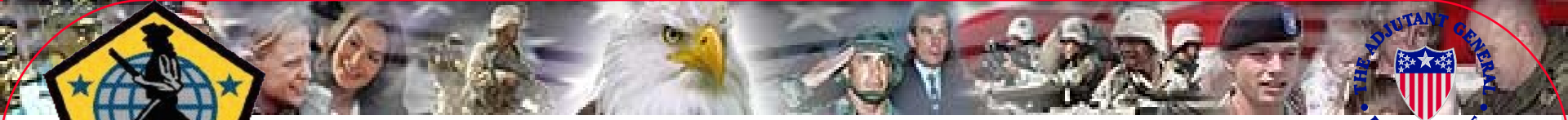
HOW TO GET IN TOUCH WITH US

ADDRESS: US ARMY HUMAN RESOURCES COMMAND
ATTN: AHRC-MSP-E
200 STOVALL STREET
ALEXANDRIA, VA 22332-0443

PHONE: DSN 221-5101 COMM (703) 325-5101 FAX 0742

EMAIL ADDRESS: TAPCMSPE@HOFFMAN-EMH1.ARMY.MIL

HRC ONLINE: HTTPS://WWW.HRC.ARMY.MIL



REGULATION

AR 600-8-19

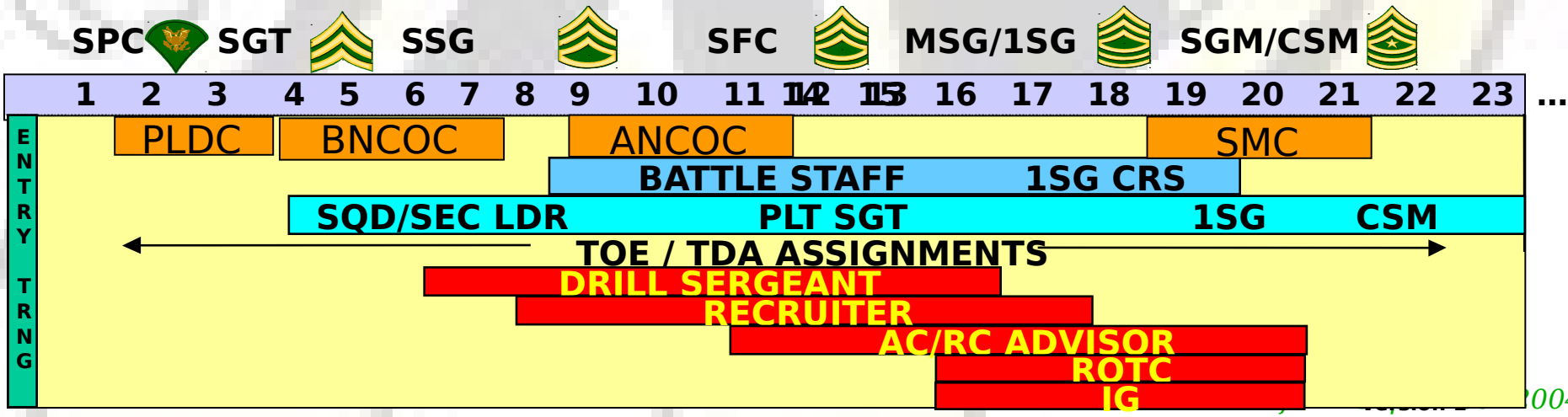
ENLISTED PROMOTIONS AND REDUCTIONS

? JUNE 2006

Pin On Points by Grade/NCOES

Averages by Fiscal Year

	FY90	FY91	FY92	FY93	FY94	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
E9	20.89	21.2	21.4	21.5	21.1	21.7	22.0	21.6	21.3	21.3	21.3	21.4	20.9	21.10	20.8
E8	17.76	17.9	18.0	18.4	17.9	18.2	18.2	17.9	17.4	17.5	17.6	17.9	17.9	17.7	17.5
E7	13.47	13.3	13.2	14.0	13.6	13.7	14.5	13.7	14.2	13.9	14.1	14.2	14.3	14.2	14.1
E6	8.32	8.5	8.6	8.9	8.7	9.2	9.1	9.3	9.3	9.0	8.6	8.7	8.3	8.1	8.2
E5	4.87	4.8	4.9	4.7	4.5	4.7	4.9	4.8	4.7	4.7	4.4	4.4	4.3	4.3	4.3
E4											2.1	2.1	2.0	2.0	2.0



NCO Development Model

Assessment Tests

Coaching, Mentoring, Assessments and Feedback

Promotion Boards Assignment Process

NCO Corps Vision & Soldier/NCO Creed

Institutional Training NCOES

Military Studies

Civilian Education

Technical Certification

Self-Development

AKO - ATIA-M Virtual interactive Training Simulations And Games

CMF Professional Development Models

Joint & Army Policy Guidance

Growing Noncommissioned Officers

Life-Long Learning

Warrior Ethos

SOC/SOCAD/ COOL/ACE

Joint Operating Environment

Joint & Army Assignments (Experience)

Army at War
- Modularity
- Stabilization
- Joint & Expeditionary Mindset

Contemporary Operating Environment

Joint & Army Training Exercises (CTCs)

Joint Education & Training

JPME

EPMEP

SLC
- Combination Battalion/UA/UE level Service course and a Capstone course for enlisted Soldiers.
- Replaces SMC.
- Target Audience Army MSG and Sister Service E8 equivalents.

ILC FOCUS: BN/UA
- Prepares NCO to operate in a Platoon and Company environment
- Non _ MOS specific.
- Target audience SSG with Promotion potential.

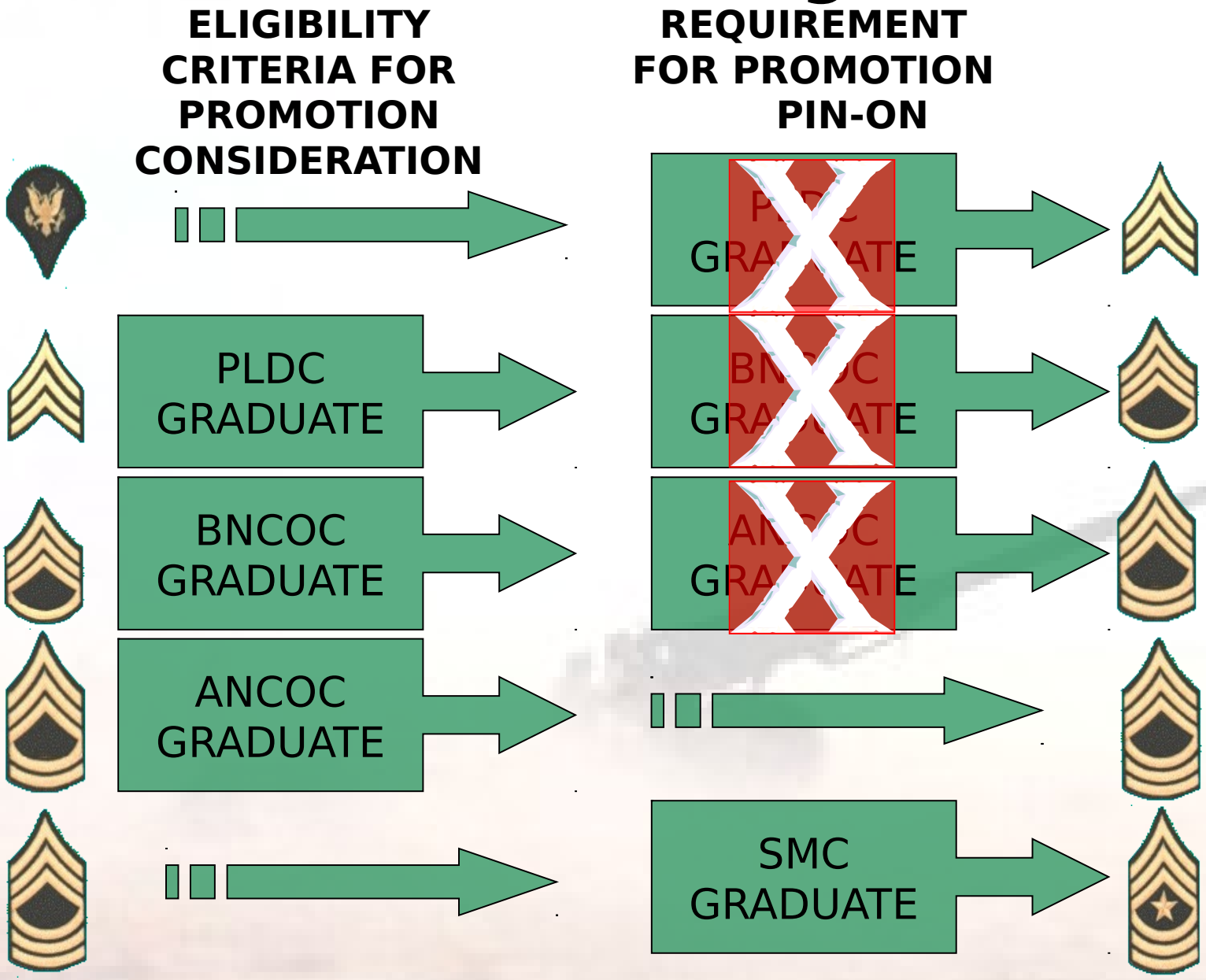
WLC FOCUS: PLT/CO Tasks
- How to be a Sergeant.
- Prepares Soldier for assignments in Teams, Crew and Squads.
- Focus is Lead & Train functions and warrior skills.
- Target audience- all senior SPC with promotion potential.

FOCUS: Warrior Tasks

Functional Courses

- **Assignment**
- Battle Staff
- 1SG Modules
- CSM
- **Technical**
- **Branch Specific**
- Certification
- **Special Assignment**
- Drill Sergeant
- EO
- Recruiting
- CTC OC
- IG
- ARSTAFF, MACOM Staff

NCOES Redesign



CENTRALIZED PROMOTIONS

LATERAL APPOINTMENT (LOCAL)

SELECTED BY CENTRAL BOARD PROCESS; LATERAL APPOINTMENT (DA)

CENTRALIZED ENLISTED BOARDS

- **SELECTION MISSIONS:**
  - -SGM, MSG, SFC
  - -CSM APPOINTMENT
- **NCOES SELECTIONS:**
  - -SMC
  - -ANCOC
- **ADDITIONAL MISSIONS:**
  - -QUALITATIVE MANAGEMENT PROGRAM (QMP)
    - --REVIEW REFERRED RECORDS
    - --REVIEW APPEAL CASES
  - -STANDBY ADVISORY BOARDS
    - --SOLDIER INITIATED
    - --COMMAND INITIATED
    - --DA INITIATED

OBJECTIVES OF THE CENTRALIZED PROMOTION SYSTEM

- Meet Army authorized by-grade and MOS requirements.
- Fill authorized enlisted vacancies with the best qualified soldiers.
- Ensure selection (based upon impartial consideration of all eligible soldiers in the announced zone) of the best qualified soldiers by MOS for promotion.
- Provide career incentive.

Promote NCO's based upon potential, not past performance.

PROMOTION BOARD NOTIFICATION

HRC INPUT:

BOARD ANNOUNCEMENT MESSAGES

- Dispatched 120 days prior to board
- Announces promotion parameters (Zones of Considerations)
- Highlights administrative procedures

EREC INPUT:

- Identifies entire zone of consideration by-name
- Identifies soldier's documentation not at EREC (NCOER, ERB, Photo)

CENTRALIZED PROMOTIONS

INITIATIVES

ITIATIVES TO PROMOTE FROM TWO LISTS INFORMAL MEMORANDA	(28 OCT 04)
05 PROMOTION TO MSG AND SFC MILPER MESSAGE 05-209	(1 JUN 05)
TERNATE VERSUS RESIDENT SMC SELECTION 3RD QUARTER NEWSLETTER	(1 JUN 05)
LITY TO DECLINE PROMOTION CONSIDERATION (MORE THAN JUST CSM/SGM/SMC) DRAFT INITIATIVE	(WORKING)
RVICE REMAINING REQUIREMENT CURRENT REGULATION	(REITERATE EXISTING POLICY)
IEF/EDUCATE THE FIELD ON CURRENT AND FUTURE ENLISTED PROMOTIONS ISSUES	(FY 05)
NTINUE TO PUBLISH A QUARTERLY NEWSLETTER WORKING 3RD QUARTER	(FY05)

JUNE 2005

Promotions Branch Newsletter

"Supporting those who Serve"

"Continuing to Look Ahead"

LTC Jeff Boyer, Branch Chief

As the Army continues its fight, we remain ready to act on your field level input. Your feedback on initiatives are a "combat multiplier" for us to coordinate policy changes with Army G1 and to adapt promotion execution to meet your needs.

Your continued diligence and attention to detail on policy and assisting Soldiers with board preparations will reduce the number of exceptions you initiate and we address. MAJ Jenkins and SGM Coon have "leaned forward in the foxhole" and streamlined post board processing systems to support 2 Major boards and published board results in record time. Super bowl Officer Promotions continues it's successful 1LT/CW2 automated promotions system and developed HQDA level fixes to support junior officer promotions. The multi-component Officer regulation is back with MACOM input and we expect the multi-component Enlisted Regulation to be published in Fall 2005.

Enlisted Promotions as the foundation for our NCOs, "the backbone of the Army" focuses leadership discussions on how to improve semi-centralized promotions. Further Personnel Services Delivery Redesign (PSDR) testing with 101st (AA) Division is being discussed. Revised policies on Soldiers undergoing medical and physical evaluation boards are in effect. We exist to support you and your continued feedback help us maintain the delicate balance between supporting an Army at War and adhering to the law.

Preposition Access to "Close Hold" Officer Selection Lists

MAJ Brian Jenkins, Chief Officer Promotions

In accordance with the DCS, G-1 Officer Selection Board Support SOP, the VCSA granted authority to preposition selection lists with the general officer commanders, chiefs of MAAG and Missions, Division Engineers, and heads of other selected commands and agencies having notification responsibility.

Each of the above mentioned organizations is only authorized one primary and one alternate user. A memo signed by the applicable Commanding General or Senior Executive Service DAC is required for the access.

To receive an example template of the memo that needs to be completed, you can email CPT George at patrica.george@hoffman.army.mil she will answer any questions that you have pertaining to the preposition roster and she will process valid requests.

Promotion to Captain in the Army Competitive Category

Currently, the time-in-service (TIS) promotion pin-on point to the grade of captain (CPT) is 39 months from the date the office entered active duty.

This translates to: time-in-grade as a 1LT is 21 months and promotion to captain is the first day of the 22nd month after promotion to 1LT.

Local PSBs and MPDs continuing to diligently check 2LT and 1LT dates-of-rank (DOR) for accuracy helps ensure eligible officers are promoted timely to 1LT and properly identified for CPT boards which support Army readiness.

June 2005

Enlisted Promotions Section

Top Five Inquires This QTR:

SGM Tammy D. Coon
Chief, Enlisted Promotions

1. Are promotions under Automatic List Integration Automatic?

NO! You must be first recommended for integration, then selected for promotion indicated on the monthly by-name listing, and finally the Promotion Work Center must publish promotion orders and submit the promotion transaction.

2. How do Soldiers get promoted under Automatic List Integration?

When cutoff scores are established, first priority is to those who have actually been in front of a board. Then, if after exhausting that, if there is a need for more Soldiers, Promotions Branch, HQDA we will go to the automatic list integration piece, and pull what is needed. When Promotions Branch looks at the automatic list integration list, all of whom have 350 points, the needs are based it on seniority starting with DOR and then BASD. Promotions Branch will post a list for the auto list on its website or run a query in EDAS. If you opt for the latter, the Soldiers date will start with either 05 or 99. The dates determine whether they will or will not be promoted respectively.

3. If a Soldier has become promotable through Automatic List Integration and then goes in front of a promotion board, do they get to add in the 350 the minimum number of points to stay on a promotion standing list. These points are removed when a Soldier appears before a promotion board, and the new promotion points will be reflected provided the Soldier was recommended for promotion.

4. When will the CSM/SGM/SMC results be available?

Remember, the board just started 1 Jun 05. It is currently scheduled to end 22 Jun, but could possibly end sooner. Results will be available mid July. NOTE: One of the awesome tasks during this board is to identify personnel for consideration and selection for attendance at the United States Army Sergeants Major Academy (USASMA) as Alternates. In the past, an average of 400 Master Sergeants/First Sergeants were selected as Alternates and were activated by NCOES branch for attendance. Therefore, the mentality is that if a Soldier is selected as an Alternate, he/she will get activated. Selection as an Alternate for the USASMC is not a guarantee you will be activated for the course. This year, the Army will over-select for the Academy to ensure it remains flexible in support of the Army's OPTEMPO and our commitment to maximize class seats.

Enlisted Promotions Section

language, therefore, to appear before a promotion board in this PMOS he/she must possess a language because they are competing in your CPMOS.

Flagging Actions and Promotions:

Soldiers that are in the zone of consideration but have a suspension of favorable action will only be eligible for promotion and school selection under the centralized board process. Note: If selected, the Soldier will only be promoted after the suspension of favorable action has been reconciled. If the Soldier is on an HQDA promotion selection list, and the case is closed unfavorably enter the following in item IV of DA Form 268 (use a continuation page if necessary):
(a) Action taken (i.e. memorandum of reprimand (MOR), court-martial, Article 15, civil conviction, etc.).
(b) Filing disposition (that is, OMPF P or R fiche, local files).
(c) Date of final action.
(1) Date sentence imposed for court-martial, UCMJ, Article 15, civilian imposition.
(2) Date the MOR was directed for filing.
(3) Date of other final action as appropriate.
(d) Punishment imposed (to include periods of forfeiture and suspension)

NOTE: If the case was closed favorably enter the words “No adverse action taken”. Attach supporting documentation.

In accordance with AR 600-8-2, a flag for a Soldier on

officers promotable to CW3–CW5, and enlisted soldiers promotable to E7–E9) who is flagged for non-judicial punishment, is administered a
Memorandum of Reprimand, or receives a referred NCOER, can only be removed by HQDA (AHRC-Alexandria-MSP-S).

Forward a copy of the removal flag (DA Form 268) and supporting documentation to HQDA (DAPC–MSP–O for officers, and DAPC–MSP–E for enlisted), 200 Stovall St. Alexandria, VA 22332–0400.

Lastly, ensure the utilization of the proper code when closing out a flag:

C= Case closed favorably, that is where no action was taken. An example, a Soldier is flagged pending investigation, and the investigation is unfounded. In this case, a Soldier will be promoted when sequence number was met.

D=Disciplinary action was taken, self-explanatory. An example, Soldier is given an Article 15 or letter of reprimand. In this case, a Soldier will be promoted the date following the removal of the flag, provided the sequence number was previously met.

E=Other, Soldier was transferred or separated.

Enlisted Promotions Section

- **Establishment of Promotion Points for the Award of the Combat Action Badge:**

  Effective 10 June 2005, Soldiers awarded the Combat Action Badge are authorized:

  RA and USAR: 15 Points
  ARNG: 10 Points

  Soldiers awarded multiple badges are authorized points for each badge earned.

- **Soldiers Undergoing Evaluations by the MOS/Medical Retention Board (MMRB), Medical Evaluation Board (MEB), or Physical Evaluation Board (PEB)**

  Soldiers referred to or undergoing action by an MMRB (AR 600-60), MEB (AR 400-40), or PEB (AR 635-40) will not be denied promotion based on medical disqualification if they are otherwise qualified for promotion.

  Soldiers who have been conditionally promoted but are unable to complete the requisite NCOES course solely due to a medical condition that results in finding of unfit by the Physical Disability Evaluation System will not be subject to administrative reduction if otherwise qualified to retain the promotion.

  Per the provisions of 10 USC 1372, Soldiers who are on a promotion list at the time of retirement for disability will be retired for disability at the promotion list grade. Further, the Soldier will be promoted to the designated grade effective the day before placement on the retired list.

  Per the provisions of 10 USC 1212, Soldiers who are on a promotion list at the time of separation for disability with entitlement to disability severance pay will be paid such compensation at the promotion list grade. Further, the Soldier will be promoted to the designated grade effective the Soldier's separation date.

  This policy applies to Soldiers of all ranks, including automatic advancements (PV2 through SPC).

BOARD DATES
(TENTATIVE)

BOARD	DATES	MSG #	TARGET RELEASE
FY 05 MSG	4 OCT – 26 OCT 05		LATE JAN 06
FY 06 SFC	31 JAN – 24 FEB 06		LATE APR 06

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 25

25/SGM	CY02	CY03	CY04	FY05
Considered	228	253	310	291
Selected	44	18	25	8
% Selected	19.3%	7.1%	8.1%	2.7%

25/MSG	CY03	CY04	FY05
Considered	1161	1615	1827
Selected	196	115	153
% Selected	16.9%	7.1%	8.4%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 25

25/SFC	CY02	CY03	FY05
Considered	1791	2080	2757
Selected	613	753	473
% Selected	34.2%	36.2%	17.2%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 31

31/SGM	CY02	CY03	CY04	FY05
Considered	170	169	143	126
Selected	29	13	32	25
% Selected	17.1%	7.7%	22.4%	19.8%

31/MSG	CY03	CY04	FY05
Considered	1161	1615	633
Selected	796	15	160
% Selected	68.6%	0.9%	25.3%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 31

31/SFC	CY02	CY03	FY05
Considered	1413	1754	1685
Selected	276	218	700
% Selected	19.5%	12.4%	41.5%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 42

42/SGM	CY02	CY03	CY04	FY05
Considered	207	223	220	186
Selected	51	38	45	1
% Selected	24.6%	17.1%	20.5%	.5%

42/MSG	CY03	CY04	FY05
Considered	1678	1427	1707
Selected	110	60	111
% Selected	6.6%	4.2%	6.5%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 42

42/SFC	CY02	CY03	FY05
Considered	1630	2060	2061
Selected	333	443	468
% Selected	20.4%	21.5%	22.7%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 63

63/SGM	CY02	CY03	CY04	FY05
Considered	329	336	312	333
Selected	39	15	25	5
% Selected	11.9%	4.5%	8.0%	1.5%

63/MSG	CY03	CY04	FY05
Considered	1683	1664	1766
Selected	146	71	276
% Selected	8.7%	4.3%	15.6%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 63

63/SFC	CY02	CY03	FY05
Considered	2336	2501	2321
Selected	665	868	936
% Selected	28.5%	34.7%	40.3%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 88

88/SGM	CY02	CY03	CY04	FY05
Considered	92	92	92	90
Selected	6	10	15	0
% Selected	6.5%	10.9%	16.3%	0.0%

88/MSG	CY03	CY04	FY05
Considered	693	612	692
Selected	52	25	63
% Selected	7.5%	4.1%	9.1%

ENLISTED PROMOTIONS

ARMY HUMAN RESOURCES COMMAND

Promotion trend/CMF 88

88/SFC	CY02	CY03	FY05
Considered	1379	1729	1628
Selected	90	358	312
% Selected	6.5%	20.7%	19.2%

ENLISTED PROMOTIONS

CY 2003 Army Standby Advisory Board (STAB)
Total Submitted: 254

Disapproved:	109 / 43% did not meet requirement
Selected:	51 / 20%
Non Selected:	62 / 24%
Total Removed:	32 / 13%

SIG
Sub: 20
Dis: 7
Sel: 2
Sel: 4
Non: 3
Non: 8
Rem: 7
Rem: 3
CSM Rt: 1

AG
Sub: 12
Dis: 5
Sel: 4
Non: 2
Rem: 1

MI
Sub: 19
Dis: 4

ENLISTED PROMOTIONS

CY 2004 Army Standby Advisory Board (STAB)
Total Submitted: 204

Disapproved:	46 /23% did not meet requirement
Selected:	34 /16%
Non Selected:	76 /37%
Total Removed:	48/24%

SIG	AG	MI
Sub: 26	Sub: 7	Sub: 8
Dis: 8	Dis:	Dis: 3
Sel: 3	Sel:	
Sel: 2		
Non: 8	Non: 6	
Non: 1		
Rem: 7	CSM Rem: 1	
Rem: 1		
	Ret: 1	

ENLISTED PROMOTIONS

FY 2005 Army Standby Advisory Board (STAB)

Total Submitted: 379 (Pending 158/42%)

Disapproved: 144/38% did not meet requirement
Selected: 21 /6%
Non Selected: 26 /7%
Total Removed: 31/8%
All Others: 181/48%

SIG	AG	MI
Sub: 25	Sub: 24	Sub: 20
Dis: 7	Dis: 14	Dis: 7
Sel: 5	Sel: 4	Sel: 1
Non: 6	Non: 3	Non: 3
Rem: 5	Rem: 1	Rem: 6
Ret: 2	Ret: 2	Ret: 3

ENLISTED PROMOTIONS

SEMI-CENTRALIZED PROMOTIONS

SEMI-CENTRALIZED PROMOTIONS

INITIATIVES

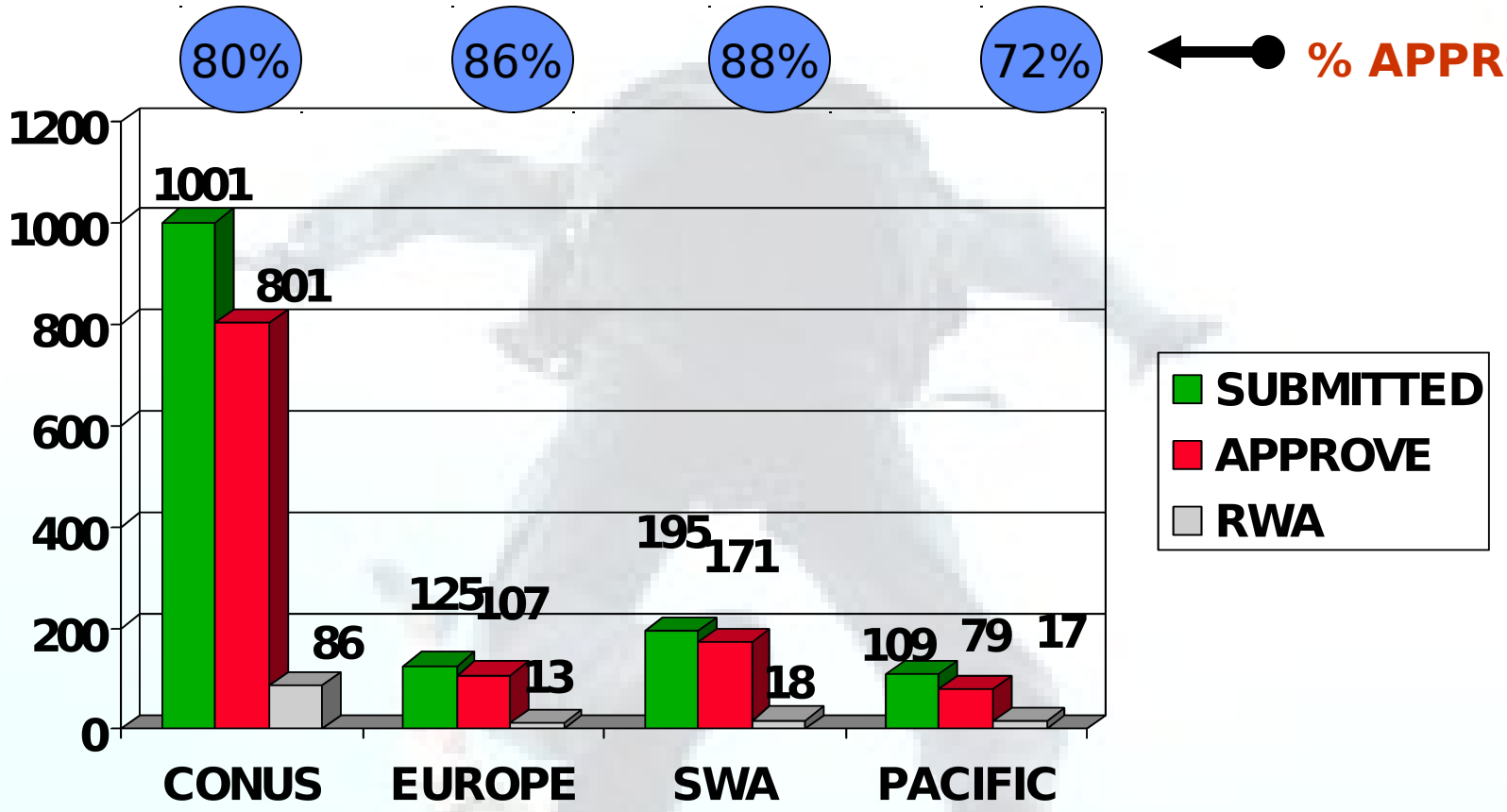
ARIFICATION ON CONDITIONAL PROMOTION TO SGT **MILPER MESSAGE 04-037**	**(1 JAN 04)**
COES REQUIREMENT/PLDC WAIVER **MILPER MESSAGE 05-002/05-020**	**(1 JAN 04/ 3 JAN 05)**
UTOMATIC LIST INTEGRATION **MILPER MESSAGE 05-055**	**(28 FEB 05)**
TOMATED PROMOTION POINT WORKSHEET **MILPER MESSAGE 05-053**	**(1 MAR 05)**
MEB/PEB/MMRB **MILPER MESSAGE 05-084**	**(4 APR 05)**
ESTABLISHMENT OF PROMOTION POINTS FOR AWARD OF THE COMBAT ACTION BADGE **MILPER MESSAGE 05-164**	**(10 JUN 05)**
EXCEPTIONS TO POLICY AS PERTAINS TO SEMI-CENTRALIZED **MILPER MESSAGE 05-208**	**(18 AUG 05)** **FY05**
PROMOTION AUTHORITY **MILPER MESSAGE 05-315**	**FY05**

SEMI-CENTRALIZED PROMOTIONS

INITIATIVES

PROMOTION ELIGIBILITY AND NCOES **MILPER MESSAGE 05-314**	**(29 DEC 05)**
ESTABLISHMENT OF PROMOTION POINTS FOR SAPPER TAB **MILPER MESSAGE 06-011**	**(5 JAN 06)**
BRIEF/EDUCATE THE FIELD ON CURRENT AND FUTURE ENLISTED PROMOTIONS ISSUES **CONTINUAL**	**(FY 05)**
CONTINUE TO PUBLISH A QUARTERLY NEWSLETTER **WORKING 3RD QUARTER**	**(FY05)**

SEMI-CENTRALIZED PROMOTION ACTIONS
FY 2005



TOP FIVE LIST REASONS:

- **LATE SUBMISSION TO EDAS**
- **ERRONEOUS POINTS IN EDAS**
- **LOST PACKETS**
- **ERRONEOUS PMOS**
- **PROGRESSION MOS INCORRECT**

TOTAL: 1430 REQUESTS

AS OF: 12 OCT 05

DECENTRALIZED ADVANCEMENTS

INITIATIVES

- ✓ FLAT WAIVER PERCENTAGE OF 20% IS CHANGED TO A FLUXUATING ADJUSTABLE QUARTERLY PERCENTAGE — (1 OCT 96)
- ✓ AUTOMATIC PROMOTION TO SPC AND BELOW — (1 OCT 00)
- ✓ AUTOMATIC PROMOTION TO SPC CHANGES FROM 26 MONTHS TO 24 MONTHS — (1 OCT 02)
- ✓ PERSONNEL SYSTEM CHANGES FROM SIDPERS III TO Emilpo — (AUG 03)
- BRIEF/EDUCATE THE FIELD ON CURRENT AND FUTURE ENLISTED PROMOTIONS ISSUES — FY05
- CONTINUE TO PUBLISH A QUARTERLY NEWSLETTER — FY05

ENLISTED PROMOTIONS

SUMMARY

- WE ARE HERE TO HELP; WHILE MAINTAINING THE SANCTITY OF THE PROMOTION SYSTEM

- CONSISTENCY IS OUR WATCHWORD; WE MUST BE ABLE TO APPLY CONCEPTS ARMY-WIDE

- PAY ATTENTION TO TRENDS

- THE CURRENT SYSTEM IS A 33 YEAR OLD SYSTEM THAT CANNOT KEEP UP WITH ARMY TRANSFORMATION; STAY ABREAST OF CHANGES

ENLISTED PROMOTIONS

QUESTIONS???